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Nashville District

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On the Cover

Hershel South, maintenance worker at Watts Bar Lock, tightens sector pin caps on the gear of upper river wall gate motor. This is part of the monthly preventative maintenance checks.

Photo by Bill Peoples

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Thoughts From The Trail...



Hello Nashville! As usual, the past month has flown by and there are lots of things to talk about.

Dave Day and I spent several days earlier this month back in Washington, D.C., briefing our congressional delegations. This was a new experience for me, something Army officers don't typically do. However, I was more than prepared for the meetings (we met with 18 congressional leaders and/or their staffs) due to some super work by most of our Planning and Project Management staffs. In particular, I'd like to recognize the efforts of Wayne Huddleston, Carol Warren, Steve Eli, Doug Radley, Tom Cayce, and Janis Clark. These folks went through an arduous series of preparatory briefings for me as well as prepared detailed project summaries for every project and study in the District—long and painful at times, but time well spent.

There were several recurring messages that were stressed by each Congressional delegation that I'd like to briefly share with you. First, our Congressional leaders clearly appreciate all that the Corps has and continues to do for their constituents. It made me proud when (and it happened on several occasions) a Congressman mentioned a PM or planner by name and described the great work he/she is doing on a project in their District. A few of the stalwarts who were singled out included Sue Ferguson, Vechere Lampley, Don Getty, Linda Adcock, Mike Wilson, Doug Radley, Jay Sadler, Peggy Harker, and many others. The second message repeatedly stressed was the great work by our folks in the field—in particular, our Resource Management and Regulatory staffs. To most of the American public, these individuals are the Corps of Engineers, and they do a super job balancing the many competing demands at our projects. Again, several RMs and OMs were mentioned by name—Carl Crews, Craig Shoe, Tom Hood, and Wayne Lanier. The final message stressed was also something I expected — we need to do a better job meeting our customers' expectations with regard to schedules. While we

generally meet our project milestones, there are still instances where we're perceived as being too slow and bureaucratic. This is a tough point to argue though I recognize there are many factors seemingly beyond our control—Project Cooperation Agreement language, a non-federal sponsor's cost share, real estate challenges, etc. Still, it's clear that we need to do all that we can to meet project milestones and keep our customers better informed.

Last week, I had the pleasure of attending a luncheon sponsored by our Nashville District retirees. I have to tell you, if you get the chance to do this (they meet semi-annually, Ed Evans can get you the schedule for their meetings), jump at it. This was a fun gathering with folks who take pride and interest in everything about Nashville District—clearly some castle-wearing, red to the "corps" folks. Hobart Parrish (retired Chief of Procurement and Supplies) did a great job as emcee for the event and had stories to tell about nearly everyone in attendance. Several other notables that I had the chance to meet included Billy Grantham (Carol Warren's predecessor) who was driving his wife's car (an inside joke), Oscar and Ruby Krosnes and Tom Smith (both from OPs), and Naomi Yarbrough (of PAO fame). As usual, we're inviting all our retirees to the District picnic on June 16 out at Old Hickory — we hope to see many of you there.

Our water safety campaign for this summer's boating and recreation season is already in full swing. Tom Hood, Ed Evans, Steven Foshee, Janis Clark, and Lynn Bowden have developed a creative billboard campaign that includes three prominent college football coaches endorsing lifejacket use — look for these this summer as you approach Corps' projects in Tennessee, Alabama, and Kentucky (we're sharing the billboards with Mobile and Louisville Districts). Speaking of billboards, the District's Water Safety Task Force will receive a National Water Safety Congress Award this summer for its work on last year's safety campaign. Congratulations and many thanks to Bill



Bennett, Carolyn Bauer, Charlie Bryan, Emmett Forte, Geoffrey Fanning, Kenny Claywell, Larry Forte, Marshall Jennings, Olga Beddingfield, Steve Beason, Steve Foshee, Tom Peek, Bill Jackson, Cynthia Jackson, Fred Bell, Sherrill Edwards-Owens, Sondra Hafling, Tim Dunn, and Toni Rushing — clearly a team effort here with reps from Natural Resources, PAO, Locks, Hydropower, and Safety. Steve Foshee and Scott Fanning will also receive special Awards of Merit for their efforts to promote water safety to school children. Well done!

If you see Tim McCleskey in the halls, welcome him back to Nashville and ask him about his recent trip to Mozambique as part of the Corps' support to address terrible flooding in that area. Three weeks ago, Tim received a call on a Sunday afternoon and by Monday night was on this way to Africa through Europe District (EUD) in Germany. He went as part of a six-man team that included reps from EUD and Pittsburgh Districts. The lesson to be learned here is that we all must be ready to respond quickly should the call come — hurricane and flood seasons are rapidly approaching. Many thanks to Tim (and his family) for his leadership and dedication.

Two items that I want to highlight for April are Administrative Professional Week, April 23-29, and Take Your Daughters/Sons to Work Day on April 27. Our Special Emphasis Programs Committee has an interesting speaker scheduled for April 25 — try to attend if you can. For Take Your Daughters/Sons to Work Day, I encourage you to bring your kids in to see what we do (hey, it's never too early to look for recruits). In addition, we also have tours planned for the kids at the Old

Continued on Page 4
See Thoughts from the Trail

CPOC Hosts Meeting of South Central CPAC Chiefs

Human resource professionals will play an important role as the Army deploys the Modern Defense Civilian Personnel Database System (DCPDS) at its Civilian Personnel Operations Centers and Civilian Personnel Advisory Centers (CPOCs and CPACs) throughout the world. The modern system will be deployed in the South Central Region on May 12.

The modern system was the focus of the semi-annual meeting of the region's CPAC chiefs, hosted by the South Central CPOC, Feb. 29 – March 1, at Redstone Arsenal, Ala. CPOC Deputy Director Michael Mohlere, program manager for deployment of the system in the region, solicited the help of the CPACs in making the transition to the modern personnel database system.

"We will be devoting much time and resources during the next two months to prepare for the modern DCPDS deployment," said Mohlere. "The bulk of the changes, about ninety percent, will directly affect the processes at the CPOC, but like any change, if we don't have cooperation from the CPACs with the other ten percent, it will slow down the process and our customer support." All the planning in the world will be for nothing, if we do not work together on execution, according to Mohlere.

As a single information system for Department of Defense civilian employees, the modern system will support appropriated and non-appropriated fund, including participants in demonstration projects, and local national civilian personnel operations.

"The modern DCPDS will support regionalized services by automating previously manual processes and allowing direct access to up-to-date information," said CPOC charter team member Barbara Morrissey. "Everyone involved in the civilian personnel process (managers, supervisors, resource managers and personnelists) can access the system, and data will flow quickly and efficiently to organizations and geographic locations."

According to Dave Nixon, CPOC chief of Information Systems, the Oracle-based

system will capitalize on the capabilities of new technology to improve and simplify processing personnel actions, access to civilian work force information, and delivery of personnel services. It will replace multiple personnel information systems in use today with one information system to manage civilian human resources. "And with new and more integrated processes, we'll see unlimited enhancements and savings from standardization, as data will be more readily available for customers," added Nixon.

Revolutionize Effectiveness

The Army's Pacific Region, headquartered at Fort Richardson, Alaska, was one of three operational, test and evaluation defense test sites and the first site to deploy in October 1999. Full deployment across DOD is expected to be completed by December 2000. The South Central Region's May 12 deployment will mark the third CPOC to deploy in the Continental United States, following the Southeast region this month and the North Central region in April.

A charter team was established by the Civilian Personnel Operations Center Management Agency, Aberdeen Proving Ground, to conduct the training on modern DCPDS, using a "train-the-trainer" approach. The members serve as the key trainers for the regional operations centers, and developed job aids and training modules for use in training the regional personnelists. Three members from the South Central CPOC at Redstone Arsenal serve on the charter team, which conducts the initial sessions for CPOC staff members.

Brenda Reed, DCPDS charter team member noted that training is one of the program's biggest challenges and a key element regarding the program's success.

"We must identify sufficient trainers and ensure that all users - administrative and resource management staff, managers and supervisors - are fully trained," Reed said. "Once we deploy, we expect a high demand on the CPACs to coordinate post deployment questions and issues."

The initiative will be a train-the-trainer

program, after which CPOC and CPAC staffs train other users throughout the region.

"We are coordinating an extensive training effort, including train-the-trainer workshops for trainers from the CPOCs and CPACs, and training sessions at each CPAC as we prepare to deploy," Reed added.

"They will partner with their CPAC counterparts to train the CPAC staff and designated users at each serviced activity," she said. "Having CPOC personnel involved in training will strengthen our partnership with the CPACs and enhance our customer support."

"During the past three years, we've made steady progress in the right direction, as we modernized and standardized many processes," CPOC Director Lee Williams said. "More improvements are needed and will come with everyone's support. Our continued success is directly related to our collective ability to support one another. The better job we do with our customers up front, the better it will be."

The modern DCPDS guidance is posted on <http://cpol.army.mil> under Modernization Page. Current information on policy and procedural changes also will be posted on the web site. □
(Courtesy of PAO, Redstone Arsenal, Ala.)

Thoughts from the Trail Continued from Page 3

Hickory Power Plant and by the Rangers at Old Hickory. Mark you calendars.

I'd be remiss if I didn't say a few words to recognize and farewell Maj. Robin Hagerty who departs in early April. Maj. Hagerty has been a superb Deputy DE, and a valued coach, mentor, and friend for many in the District. She's been the driving force behind many of our recent initiatives—the Leadership Development Program, the District's Business Plan, participation in APIC, and development of the EAGLE program. She truly can take pride that she leaves the District a better organization than it was when she arrived. Robin, you'll be missed and all the best at Fort Bragg.

Well, I'm at my word limit for this month's edition I'd better close. Until next month, be safe and lead the way Nashville! □

CP-18 Seminar Provides Useful Advice to Nashville Team Members

by Tom Waters, CP-18 program manager

On March 3, in the Bell South auditorium, Nashville District engineers and scientists attended the third in a series of semi-annual career development seminars. The seminars are sponsored by the CP-18 program and are intended to get the employee away from day-to-day job duties in order to reflect on and learn about career development. The seminars also accomplish a dual purpose in providing Professional Development Hours (PDH) certificates needed by state licensed professional employees in order to meet continuing education requirements.

The careerists, based upon written follow-up surveys, have enjoyed and learned from the seminars. Previous seminars have included sessions on interview skills, panel discussions with Corps senior leaders, educational outreach programs from state universities, and technical presentations on relevant Corps projects and programs.



This most recent seminar provided a dynamic agenda and was particularly well received by the attendees. John D'Aniello, principal assistant for Civil Works at Headquarters, U.S. Army Corps of Engineers, was the morning keynote speaker and shared his views on the direction of and significant events in the Corps. He also shared his personal views on career development in the Corps.

Following his presentation, he joined a panel of Nashville District careerists (Tom Swor, Jody Stanton, Avis Kennedy, Connie Flatt, Paula Kee, Joe Shaw, and Doug Radley) to discuss career issues with the

audience: such as, setting goals, women's issues in the engineer/science community, and balancing one's personal life with the career. Sue Crofutt from the Human Resources office gave a presentation on applying for jobs in the Corps.

In the afternoon session, Rob Barrick, CEO of Smith-Seckman-Reid, Inc., gave a very insightful presentation on engineering and leadership in the private sector. Barney Davis, program coordinator of the Nashville District Leadership Development Program (LDP), and several recent graduates provided an excellent overview of LDP and how it has affected their lives and careers.

Finally, Gary House mesmerized all present with an orientation of the District's involvement in Nicaragua, and Ron Gatlin and Brad Bishop gave an outstanding overview of the Corps' regulatory program.

Feedback from participants was that this CP-18 Seminar was a home run, and that Nashville District employees appreciate and look forward with enthusiasm to future seminars. □



Photo by Steven Foshee

Students from Hume-Fogg Magnet School view the International Space Station: EXPEDITION 2000 Teleconference sponsored by NASA on Feb.17. Locally, it was sponsored at the Nashville District as part of National Engineers Week. The teleconference gave students an opportunity to ask questions of astronauts who are also engineers and scientists.

SAME Scholarships Available Apply Now

Several years ago, the Nashville Post of the Society of American Military Engineers created a scholarship program to encourage and assist deserving students pursuing a college education in the fields of engineering, architecture, mathematics, or computer science. Since 1994, the Post has awarded 75 scholarships totaling \$105,300.

The Post is currently accepting applications from graduating high school seniors and current college students. Scholarships up to \$2,500 will be given for use during the 2000 – 2001 academic year.

Complete eligibility, selection criteria and the scholarship application form can be found on the Nashville Post Home Page at <http://same.stepenv.com/>. The deadline for submission of applications is April 14. Scholarship recipients will be notified of their awards around May 15. Anyone who has questions about the program should contact William L. James in the Regulatory Branch at (615) 736-5184. □

TSU Students Visit Kentucky Projects

Story and Photos by Bill Peoples

Recently students from the Tennessee State University's College of Engineering toured and were briefed on Kentucky Lock, the Lake Barkley Resource Manager's Office and the Barkley Power Plant. The visit was part of the continuing partnership between the Nashville District and TSU as part of the District's involvement in the Advancing Minorities in Engineering (AIME) program.

Project Manager Don Getty, along with Tim McCleskey, chief of the Soils and Dams Section, briefed the students about the Kentucky Lock Addition and some of its unique features. During lunch at the Lake Barkley Resource Manager's Office, students got an overview by Ranger Greg Smith of what that office does. Later at the Barkley Power Plant, Power Project Manager David Morgan led students on a tour of the plant.

Since some of the student were freshman and sophomores, they may have an opportunity to visit these projects again, especially Kentucky Lock, and see the progress they are making. □



District Library Saves Time and Money

by James Siburt, District Librarian

In a past column, the *Reference Desk* focused on a series of complex Reference requests that the librarian filled through the medium of the Internet. Each request featured frustrated patrons who could not find the material themselves or possessed fragmentary or incorrect information concerning their needs. This column will show how turning to the librarian can save money as well as time.

Revolutionize Effectiveness

Following are three examples of how the Library can save operating funds:

1) An employee requested a technical report, which from its publication date, suggested that it was probably available from one source and at a high cost. The employee stated she had "searched for it on the Internet for several hours and didn't believe it was there." After consult-

ing a large government directory and identifying the probable proponent, I made several phone calls that led me to a librarian at a New Jersey laboratory. I obtained from her the web site address that provided the report fulltext. The search, including the examination and delivery of the material, consumed just over an hour.

2) A military officer preparing for an assignment rotation to Saudi Arabia asked for a book on the history, customs, religion, food, culture, etc. of the country. Our collection did not include such a subject and the cost to obtain one (perhaps for a one-time use) approached \$50. Fortunately, I remembered that the State Department often published this type of information and was able to provide him with a web site address containing a 400-page book he could access free.

3) An engineer requested a copy of the latest highway and bridge construction



specifications for a particular state. The price to buy bound volumes of these titles exceeded \$100. Again, utilizing the Internet and searching the department of transportation for that state, I was able to find the materials at no cost.

Probably the biggest savings occur in duty time spent on other work while the librarian secures the required information. Particular examples include:

1) an employee working on a project involving hazardous materials was seeking an obscure report on sorbed sediments. After some hours of fruitless searching, she requested Library assistance. While the title citation was correct, no proponent agency or report number was known. Subject specific database searches and Internet searches returned nothing. Finally, a government report on the cleanup of the harbor in Sydney, Australia, listed the title in its extensive bibliography. From the citation, I learned the proponent agency, made some phone calls and obtained a free copy.

2) An Electronic Services Section employee needed some Department of the Air Force regulations to effect DoD mandated changes in their radio equipment. The required Technical Orders were not available electronically, and I found little information on the subject on the Air Force web site. Then, using a large directory of federal agencies, I began making phone calls, obtaining referrals and following up on leads. After more than a dozen contacts, one as far away as Alaska, I was referred to an installation in Oklahoma that achieved results. From there, I was given a source in Sacramento, California, that provided the manuals.

Many times employees may spend hours in trying to uncover a piece of information at the expense of progress on their projects. Usually it is better to turn over the search to a librarian and save time and money in the process. □

TSU Students Visit, Continued



The Physical Support Branch is M

Story and Photos by Bill Peoples

The Physical Support Branch of the Construction-Operations Division has a diverse mission, which includes river navigation, major maintenance of the navigation locks and fleet operations also known as the plant section.

"We are responsible for maintaining the navigable channels on the Tennessee and Cumberland River systems, about 1,175 miles of navigable waterway," said Dave Bethurum, chief of the Physical Support Branch. "We also perform major maintenance work on the 14 District locks on the Cumberland, Tennessee and Clinch Rivers.

We perform hydrographic surveys for the District and are responsible for channel maintenance dredging and the production and maintenance of navigation charts for the Tennessee and Cumberland River systems. In addition, we conduct investigations into damage to federal facilities, sunken vessels and other hazards and disruptions to navigation."



Left: Derrick Boat No. 11 rests near the Cheatham Lake Resource Manager's Office. It is one of two derrick boats assigned to the Plant Section of the Physical Support Branch, giving the section heavy lift capabilities to perform dredging.

On the Cumberland River, the navigable channel extends to mile 381 at Celina, Tenn., and on the Tennessee River, the navigable channel extends to mile 652 just upriver of Knoxville, Tenn. The Physical Support

Branch is responsible for maintaining the river channels to the authorized dimensions, which is an authorized minimum channel depth of nine feet and minimum width of 300 feet. This is difficult to do on some parts of these rivers because of the logistics involved, according to Bethurum.

Over time, a river naturally produces hazards, which can affect the navigable channel.

"For instance, periods of high water might create a shoaling effect and restrict the width and the depth of the river in certain locations," said Bethurum. "In those cases, the Navigation Section will conduct detailed surveys to determine how much material will have to be removed. We will then schedule the Floating Plant to perform the work by clamshell dredging, and if it is in the best interest of the government or the most eco-

nomically feasible thing to do, we will contract the work out to a commercial dredging company. Usually, because we are located so far inland and considering the cost of mobilization and demobilization for a commercial dredge, we can do it cheaper using our own workforce in conjunction with other maintenance work."

The branch is composed of three work groups: the Navigation Group, the Maintenance Section and the Floating Plant Section. Much of the time the three sections work in conjunction with each other to accomplish major lock maintenance and other work for the District.

The Navigation Group is located at the District Office on the sixth floor with other Construction-Operations offices. They have the primary responsibility for surveying and charting the rivers. In addition, they have the lead in dealing with the



Gregory Cox, pilot, Plant Section, guides the Motor Vessel Warotio along Cheatham Lake. The M/V Warotio is one of two tugboats assigned to the District and used by the Plant section to move the Plant Section's equipment and work barges.

Making Rivers Safe for Navigation

Nashville District's navigation customers, both the towing industry and pleasure craft users.

"We conduct the hydrographic surveys for the District," said Don Spann, chief, Navigation Group. "We also produce the navigation charts for the Cumberland and Tennessee Rivers, and perhaps our most important responsibility is to interact with the navigation industry and the general public concerning navigation issues."

Each year reconnaissance hydrographic surveys are conducted of the entire navigable channel on the Cumberland and Tennessee Rivers. These surveys are accomplished with sonar equipment to map the bottom of the river by depth and elevation and will indicate any areas on the river that could obstruct navigation. Surveys that are more detailed are conducted on questionable areas to determine the amount of material that will require dredging, according to Spann.

"Just through experience, we know what areas have problems and about how long it will be before we have to go back and fix an area," said Spann. "After you've done this for awhile, you can translate hydrographic data into a picture of the bottom of the river in your mind's eye. But the catch is, every year it changes, so it is a continual challenge to understand and really know the river."

The detailed surveys are conducted by using an electronic device, which combines a global positioning unit (GPS) and a sonar depth recorder. "Tied into the positioning system is a hydrographic sounding system," said Wayne Ligon, engineering technician, Navigation Section. "As the GPS system is tracking us in relation to the river, the

hydrographic sounder is constantly sending signals to the bottom, receiving the signal, logging it as to what depth it is at that point. The sounder is picking up multiple soundings per second, far more data than we need, but it keeps your accuracy there."

Every year navigation charts are produced for the Tennessee and Cumberland Rivers, which provide users a graphic aid to navigating these rivers. The Navigation Section produces these charts for these two rivers.

The charts are updated during the annual inspection of the Tennessee and Cumberland Rivers.

"We go for a 12-day period and inspect all 1,175 miles of our navigable waterway," said Ligon. "As we inspect the river, we note changes on our charts. Those changes, recommendations suggested by our users and recommendations made by the U.S. Coast Guard and TVA are all factored into the final changes made to the charts each year. After the updates are made, we send the files to the U.S. Government Printing Office who contracts to have them printed. The charts are available to be purchased through our Map and Chart Sales Department."

An important aspect of the Navigation section is their contact with the District's navigation customers, both commercial and consumer. Each year the District sponsors two navigation meetings, one in Nashville and the second at Lake Barkley. These events are opportunities for District team members to listen to their navigation customers, get feedback and disseminate useful information, according to Spann.

The Maintenance Section of the Physical Support Branch is



Don Spann (left), chief of the Navigation Section, Physical Support Branch, discusses a hydrographic drawing with Wayne Ligon (right), engineering technician, Navigation Section. The charts are used to determine areas of the river, which may need dredging.

responsible for the major maintenance of the navigation locks in the Nashville District. Major maintenance includes scheduled periodic maintenance during dewaterings and emergency repairs of navigation locks and facilities.

Revolutionize Effectiveness

"The Maintenance Section is composed of two groups, the Nashville Repair Station (NRS) and the Florence Repair Station (FRS)," said Roy Joines, chief of the Maintenance Section. "Most of the work done by the Maintenance Section requires travel on the part of its team members, and most of our employees are on the road the majority of the year. There are 17 positions here and 12 at FRS. We are considerably smaller than what we used to be: we have three repair crews now where we had five crews a few years ago. For example, John Lively, chief, Florence Repair

Station and assistant chief, Maintenance Station, is working with about half the crew FRS used to have."

"Because of the versatility and flexibility of our crew members and their willingness to tackle about any challenge, we are able to accomplish our work and maintain the District's major lock maintenance program in an acceptable manner," said Lively. "Also, sufficient quality and quantity of equipment, engineering innovations and ongoing internal review and revision of our work methodology has helped ease the burden of staffing reductions."

"We used to work 200-280 days on the road each year," said Lively. "We'd come in about the 15th of December and not go back out until early March. We'd use that time to take use or lose annual leave and for maintenance

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See Physical Support Branch

Resumes, Job Searches and Tips for Applying for Federal Jobs

by Bill Peoples

Recently Nashville District held a CP-18 Seminar for career development of those team members in this career field. The CP-18 career field includes, scientists, engineers and park rangers. A part of the seminar was a presentation on resumes by Sue Crofutt, personnel specialist with the Nashville Civilian Personal Advisory Team (CPAC).

Since the implementation of new procedures for applying for federal jobs, resumes have replaced standard forms as a way to apply for federal jobs.

"I was asked by Tom Waters, the CP-18 career program manager, to talk about resumes at the seminar," said Crofutt. "He asked me to do a presentation on how to apply for a job at the Corps of Engineers. There are two ways to apply depending whether or not you are or have been a federal employee. You go to one Internet site if you have, if you never have been a federal employee you go to another web site."

For current or former Department of the Army civilian employees, the web site to apply for jobs is <http://www.cpocsrc.army.mil/emp-center/ssd.htm>, which is the South Central Civilian Personnel Operations Center (CPOC) site. This site gives you links to information on applying for jobs, resumes, vacancies, and other employment information. The site for vacancies is called [Army jobs \(link\)](http://cpol.army.mil/va/scripts/public.html) <http://cpol.army.mil/va/scripts/public.html> or <http://cpol.army.mil/va/scripts/public.html>, which is the Army Civilian Personnel Online Vacancy Announcements site. From this site are links to find jobs nationwide.

"The vacancies page is the site you can get to from the Nashville District's web page or the HR homepage," said Crofutt. "On the District's home page click on federal jobs. On the HR page click on Army Civilian Job Vacancies for the Entire USA."

After you find a vacancy you want to apply for on the above web site, then you

select that announcement number and you can read the announcement. At this point Crofutt recommends you follow the job kit and resume information found on the South Central CPOC web page to construct your resume.

"You can type your resume in Word and then cut and paste it over into an email," said Crofutt. "They don't recommend that you use one of the resume builders on the announcements or Army's Resume Builder web page. Under the job kit, it tells you exactly how to do your resume, and you can print it out. I recommend you print the job kit out and follow it."

The resume format has a skills block where the applicant is asked to list skills that they have that could be used in performing a federal job. The applicant should list all his or her skills, paying particular attention to those skills listed in the job announcement that they possess, according to Crofutt.

Invest in People

"There is a skills block, and they want you to put in all your experience in that skills block, which could be a page and a half," said Crofutt. "In the job experience section, you need to put in the dates that you worked and go into some detail how you got the skills you listed above from this job. You are backing up what you said in the skills block. You should look at the job announcement and make sure you show in the skills block the experience and skills you have that are in the announcement. If you don't have any of the words in your resume that are in the vacancy announcement, you probably won't be referred, but if you have most of those words in there, then you have a better chance of being referred. It is recommended that you rework your resume to tailor it for each job you are applying for, but it depends on the job."

When your resume is in the correct format, the next step is to send it to the South Central CPOC via email. It is recommended that you cut and paste your

resume into an email versus sending as an attachment. The email address to send it to is: resume@cpocsrc.army.mil, according to Crofutt.

After you have sent your resume to the South Central CPOC, you can go to their web site and check to see if they have received it. When you find a vacancy you want to apply for the next step is to self-nominate yourself for that position. This is done at the end of the vacancy announcement, or by sending in a copy of the form found in the job kit to selfnom@cpocsrc.army.mil.

ROAR stands for Resumix On-line Applicant Response and its web address is www.cpocsrc.army.mil/Resumix/default.htm. After your resume has been evaluated, which will be after the closing date of the announcement, you can check the status of your resume by going back to the ROAR page.

"You should either get a selection letter or a nonselection letter," said Crofutt. "You should also get a post card when your resume took or if there is an error, but sometimes it takes a month, so you may find out about the job before you get that postcard."

An important tip that Crofutt shared at the CP-18 Seminar was regarding the two types of vacancy announcements. One is a merit promotion announcement and the other is Delegated Examining Unit (DEU) or Office of Personnel Management (OPM) certificate. The merit promotion announcement begins with a GM on the announcement number. The DEU announcement begins with an X.

"I try to tell everybody that if you apply under a DEU vacancy announcement as a federal employee, there is no authorization for the federal agency to pay PCS (Permanent Change of Station) expenses, and it is a federal law that you have to serve another probationary period. During the year that you are in the probationary period, for RIF purposes, you are in a career conditional status so you might be

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See Job Search

Watts Bar Lock is Off the Beaten Path but is Important to Navigation

Story and Photos by Bill Peoples

The Watts Bar Lock is located at river mile 529.9 on the Tennessee River about midway between Chattanooga and Knoxville, Tenn. It is off the beaten path for most tourists and visitors, but without it commercial navigation as it is today between Chattanooga and Knoxville would not be.

The 360-foot x 60-foot lock with a maximum lift of 70 feet provides navigable waters on the Tennessee River from Chickamauga Lock in Chattanooga to Fort Loudoun Lock near Lenoir City a distance of 72.4 river miles. Fort Loudoun Lock extends navigation to Knoxville.

"The lock is 360 by 60 and when it was originally built it was to accommodate four standard barges," said James Mowery, lockmaster, Watts Bar Lock. "Now we have the jumbo barges which are 195 by 35, and we can only lock one at a time. This means a 15-barge tow here takes about 16 hours to get through."

Not only are the tows increasing in size, the amount of traffic at the lock has also increased slightly.

"Last year we had about 1.85 million

tons come through the lock," said Mowery. "The main thing is the size of the tows. We are getting larger tows now than we used to."

Added Scott Rigney, operator, Watts Bar Lock, "In the last couple of months we have been getting large tows, 12 to 15 barges. Those tows have really kept us busy. There are five of us operators, and we average on a yearly basis about ten lockages a day."

Since there is no auxiliary chamber at Watts Bar, a closure has a significant impact on navigation.

Seek Growth Opportunities

"There is no auxiliary lock here, so they (the towing industry) know ahead of time and have to stock up enough barges to last through the closure," said Mowery. "We have an outage for September and they will have barges sitting below here probably before we are finished with the work."

The five operators and three maintenance personnel keep the 58-year-old lock in good working order by staying on top of the preventative maintenance program.

"For this lock to be 58 years old, it is in excellent condition," said Mowery. "We keep it in good shape by keeping up with our preventative maintenance program. We have good crew that keeps the maintenance up, and we have very little down time."

The team work of the Watts Bar crew is evident in their maintenance program with operators keeping a close watch on how the equipment operates.

"We have a good group of operators here," said Herschel South, lock and dam equipment mechanic, Watts Bar Lock. "If there is a gate or piece of machinery that is making a different noise they haven't heard they notify me and I check it out. We have a good, well-maintained lock here. We never have any down time due to maintenance problems, because we do have a good maintenance program."

The next major maintenance scheduled



The concrete apron at the base of the river chamber wall is a unique design feature of Watts Bar. It was designed and constructed because of fear that the spill from the dam might damage the lock wall.

for Watts Bar is a dewatering in September. The lock is scheduled to close for three weeks.

"We are going to have a dewatering in September," said Mowery. "We are going to be checking the new valves we put in about three years ago and hopefully everything else will be routine, and we won't have to be out of operation very long." □



Scott Rigney, lock operator, Watts Bar Lock, operates the lock during maintenance. The tags remind the operator that his actions must be cleared by maintenance personnel prior to operating the lock to ensure safety.



Fred Messerschmitt, maintenance worker, Watts Bar Lock, tightens bolts on the arm of the gear of the upper river wall gate at Watts Bar Lock during periodic maintenance.

Physical Support Branch Continued from Page 9

of our equipment. Because of personnel reduction over the years, we now work year-round and have to fit our use or lose leave in as we can.”

A significant portion of the work of the Maintenance Section is done during dewaterings of the lock chambers. Since a dewatering closes the lock and affects the navigation industry, these projects are scheduled well in advance and coordinated with our customers.

“Our dewaterings are generally scheduled on a five year cycle,” said Joines. “We can generally predict what we are going to find when we dewater a lock. We know by experience and the nature of the lock what we probably will find wrong and what repairs will need to be made.

“We usually have a week of mobilization and setup, that is where we truck and barge our equipment to the location,” said Joines. “This equipment includes our dewatering pumps, generators, air compressors, personnel lifts, personnel hoists, scaffolding and generally everything it takes to do a dewatering. We do as much preparatory work as we can prior to the actual closure without holding traffic, and John Lively, Pete Leighty and I will meet

with local supervision and technical representatives from the Technical Support Branch to review the dewatering plan and deployment of equipment and personnel.”

Joines said, “We generally close the lock on a Tuesday. We position the floating plant, set the closures, and then pump the water out of the chamber. We usually have a formal inspection a couple of days after we pump out the chamber. Any items we find on the inspection are repaired at that time. Once we get all the maintenance performed, we actually grease all the underwater parts and make sure they are taking grease. It usually takes two shifts to get the lock back in operation.”

Another important program administered by the Maintenance Section is the District’s Diving Program. Since some aspects of the major maintenance program requires work underwater; the section is required to have certified divers to accomplish this work. Several mechanics from the section are dive-certified as well as lock and dam mechanics assigned to the District’s locks. These additional duties are physically demanding and inherently dangerous.

“The diving program is on a voluntary basis,” said Joines. “They are trained at a formal dive training program at Key West, Fla., and recertified every two years there. The dive program is a very vital part of our function. There are a lot of maintenance activities we could not do if not for the dive program. The dive crew does a preliminary inspection before a dewatering. They do periodic inspections at locks and at our dams looking at things like valves and concrete. Since our people are very familiar with our locks and dams, they make excellent inspectors.”

The Nashville District dive team assists other state, federal, and local agencies as well as other Corps Districts. For example, during March, the District’s divers are assisting with a comprehensive inspection and material testing at the Chicago Harbor



Marvin Gray, a pilot trainee with the Plant Section, pilots the Motor Tenderboat Tennessee on Cheatham Lake as part of river channel maintenance duties.

Lock in the Chicago District.

The third section in the Physical Support Branch is the Plant Section. This 17-person work group provides the District the capability to perform work on the river and at locks and dams in District.

“The Plant Section consists of two floating plant groups,” said Pete Leighty, chief of the Plant Section. “The first group is the Motor Vessel Warrioto, Derrickboat No. 11, ND-40 spud/shop barge, and various flat barges for transport of equipment and material. The second group is the Motor Vessel Iroquois, Derrickboat No. 10, barges for transport of material and hydraulic dump barges for deep-water disposal of dredging material. We also have the Motor Tender Tennessee, which allows us to get into swallow water and gives us more flexibility. She usually travels with the M/V Warrioto.”

One of the main activities of the Plant Section is to maintain, repair and install mooring cells along the Cumberland and Tennessee Rivers. A mooring cell is used to secure a tow during inclement weather like heavy fog, at places in the river that might be difficult to navigate, and near locks while the tow is waiting to lock

Continued



Louie Binkley, a lock and dam equipment mechanic with the Plant Section, operates Derrick boat No. 11. It dredged near the Cheatham Power Plant as part of the river channel maintenance program.

Physical Support Branch Continued

through, according to Spann.

"We have 80 mooring cell structures that we maintain, and we build new ones as required," said Leighty. "We do a lot of cell repair work during periods of low water because usually the area on the cell most needing repair is below summer pool and can only be repaired during periods of low water."

Dredging keeps the navigable river channel free of obstructions. The Plant Section accomplishes the work after the Navigation Section determines when, where and how much material should be removed. The floating plant group's derrickboat is used to remove the material from the river bottom.

"The derrickboat operator uses a clam shell bucket to get the material from the bottom of the river," said Leighty. "It is done by feel with the bucket and is not something one learns overnight. Once the operator fills the dump scow, the deck crew will knock the boat out of tow, make up to the dump scow and go dump it in a

predetermined and permitted deep water disposal area. While the towboat and loaded scow are gone, the derrickboat operator and deckhand will move the next barge into position for loading. The towboat brings the empty barge back and puts it into the standby position. It is poetry in motion when it all comes together."

Another major activity of the Plant Section is to support the Maintenance Section during dewaterings. The Plant Section provides the Maintenance Section with heavy lift capability and additional personnel. "We are the first ones to a dewatering to help setup and the last ones to leave," said Leighty. "On a dewatering, the Plant Section is responsible for setting the emergency dams and then taking them out at the end. We act as a support unit, supplementing the Maintenance Section as required. All of our pilots and derrickboat operators are also certified crane operators, which frees up some of Maintenance Section's lock and dam equipment mechanics to do the actual

work. Also, we are tasked to do other designated work on an as needed basis during the dewatering."

The Plant Section also does work for others and responds to emergencies. "We do work for the powerhouses," said Leighty. "Last year we responded to an emergency at Louisville District at Lock 52. In January, we responded to another emergency at Smithland Lock."

The team members of the Physical Support Branch have to maintain and utilize many skills in order to accomplish their mission of maintaining the navigable channels of Tennessee and Cumberland Rivers systems. When it comes to major lock and channel maintenance, nobody does it better, according to Bethurum.

Leighty summed up his feelings about his section and his thoughts could be applied to the entire Physical Support Branch: "We are blessed with a multi-talented group of individuals. It doesn't matter if it is concrete work, steelwork, or river work. We've done, can do it, and will do it again." □

Watts Bar Lock Continued from Page 11

A unique feature of Watts Bar is a pad of concrete, an apron, adjacent to the river chamber wall and the dam.

"This apron is unique. Most lock wall just drop right into the river," said Mowery. "When they built the lock they were a afraid the spill capacity of the dam might undermine the lock wall."

Another unique situation for Watts Bar is its proximity to the Watts Bar Nuclear Plant, which is only a few hundred yards downstream of the lock.

"We get a newsletter from the power plant every now and then with evacuation route information, and the first Wednesday of every month they test their sirens," said Mowery. "Some of the folks around here worry about the nuclear power plant, but it doesn't worry me. Even though it went online about two years ago, they started construction about 20 years ago, so it's been around a long time."

Since Watts Bar Lock is owned by TVA and operated by the Corps, a close working relationship between the lock and TVA personnel has benefited the

lock.

"We have a real good relationship with TVA," said Mowery. "George Connor has been our point of contact with TVA, and George bends over backwards to do anything he can to help us out."

The lock was recently recognized for its safety program by the presentation of the first 7 Castles Safety Award presented to a Nashville District project.

"We had all the requirements met and I think everyone was afraid to have them come out and do the inspection so I said 'Come on,'" said Mowery. "We were the first one to be inspected. They came out and everything was in good shape. So we really didn't do anything out of the ordinary."

Whether it is the tight knit team, the fact that Watts Bar is off the beaten path or beautiful scenery, this crew ensures that river traffic on this section of the Tennessee River moves smoothly, according to Mowery.

"In my opinion we have the best crew on the river," said Mowery. "We all get along here and have a good safety program, good place to work, beautiful scenery, and I don't know why anyone would want to go anywhere else." □

Himalayas Continued from Page 16

How can I get more oxygen? How can I get warm or will I ever be warm again? Will I make it to camp before dark? After that I was able to concentrate on watching and interacting with the local people, absorbing the awesome scenery, trying to comprehend that I was really there, and choosing the best photo opportunities — knowing that no picture will ever do justice to what I am seeing.

The highlight of our trip was spending New Year's Eve at the famous Tengboche Monastery (12,900-feet). Well, we weren't actually in the monastery but camped nearby. We sang and danced with our Sherpa friends under the stars until midnight. New Year's Day started with a puja (prayer) service in the monastery which included chanting, playing of ancient musical instruments, blessings, and yak butter tea and biscuits served by the monks. Douglas purchased a set of old (three grandfathers old), handmade, brass cymbals that had been used by monks in prior pujas. What a way to begin the year 2000! Was I thrilled to be there? You had better believe it! Will I return? Yes, yes, yes! □

The Corps Crowd

Welcome to...

... Ms. Lisa Wilson, electrical engineering student from Tennessee State University, who is working as a Co-op engineer with the Electronics Service Unit.

Congratulations to...

... Anita Jarrett, Navigation Assistant, CO-OPS DIV, whose son, Jonathan Jarret, a freshman at the University of the South-Sewanee, was selected at the Southern Collegiate Athletic Conference "freshman basketball player-of-the-year". Jonathan worked as a student-aide at J.Percy Priest in the summer of 1999.

... Jeffrey W. Linkinhoker, Project Manager, Planning, Programs & Project Management Div., on his recent temporary promotion to GS-13.

... Mike Wilson on his promotion. Wilson will assume his new duties as the Chief, of the Design Branch, effective March 12.

... Holly Boland, Physical Support Branch, on her promotion to Budget Technician.

... Jerry Bishop, Dan Dowlen, and Bill Nelson for successfully completing the Lock Operator Training Program and their assignment to Cheatham Lock.

... Phil Rugare, son of Brigitte Rugare, a

Cove Catholic junior, who was selected as a member of the state runner-up 400 free relay. Also, Rugare won the regional 200 individual medley.

Farewell to...

... Lock Operator Robert O'Lynn on his reassignment to Huntington District as Lock Operator at Robert C. Byrd Lock on the Ohio River.

Wedding Bells for...

... Andy Dowell, hydroelectric power plant trainee, and Melissa Carter who were united in wedlock at the Abundant Life Worship Center in Calvert City, Kentucky on February 12.

... Jamie Holt, hydroelectric power plant trainee, and Linda Carter were united in wedlock at St. Denis Church in Fancy Farm, Kentucky on February 27.

Baby Brigade...

... Janice Nelson, Supply Tech at Old/R is proud to announce the birth of her second granddaughter. Sarah Grace Dotson was born on March 15.

Sympathy to...

... Cindy Jackson, Environmental Park Ranger, Cheatham Lake, whose father, A.G.

Woodson of Amity, Arkansas, passed away March 8.

... Don and Faye Spann on the death of Faye's father, Mr. Ivan Schwarm. Don is with the Navigation Group, Physical Support Branch.

... Bill Peoples, Public Affairs Office, and his wife, Loretta, on the death of her father, Robert Carter on Feb. 23 and the death of his cousin, Emory Williams on Feb. 22.

... Tracy Deal, former Ranger at Old Hickory and Co-op in Natural Resources Section, on the death of her brother, Eric Lane Deal, March 1.

Thank You...

... Eldon Witcher and Janie Billingsley: "Your cards, flowers, calls, visits, gifts, hugs, and words of comfort were appreciated so very much during Mother's sickness and at her death. Knowing that others cared and were thinking of us during this time made our burden easier to bear. Even though some of you were also going through difficult periods, you took the time to remember us. Thank you for showing such love."

... Brigitte Rugare and family: "Your support of the Hunter's Hope Foundation

Continued

Job Search

Continued from Page 10

in jeopardy of losing your job."

The above procedures are for current or former federal employees applying for Department of the Army vacancies. What if your family member wants to apply for a federal job or you want to apply for a federal job outside the Department of the Army? There is a different web site for these situations and different procedures. The web site is www.usajobs.opm.gov/, which is the Office of Personnel Management's site.

As stated earlier if you are applying for a Department of the Army vacancy, it is best use the first site, the South Central Civilian Personnel Operations Center (CPOC) site. There are merit promotions on the OPM site, but one has to carefully read the announcement to make sure who can apply for the position.

"You have to look and see who an

announcement is open to. If it is open to only federal employees, it should be a merit promotion," said Crofutt. "You will find some merit promotions on usajobs.opm.gov, for agencies like the IRS or the Department of Interior, but normally a Department of the Army employee would not want to look for a job on the OPM site unless they were looking at another agency."

The application procedures are more traditional on the OPM site. Applicants will have to print out the announcement and apply using a traditional written resume or with an OF 612, the Optional Application for Federal Employment, according to Crofutt.

"The OPM site and the announcement will tell you what you need to send and where," said Crofutt. "I think this site is harder to use than the CPOC site. Current job vacancies are found in small very light

print on the first page, for instance."

One useful feature of the OPM site is the ability to search for jobs by key words, experience levels, salary and geographic preferences. There is also a block to click yes if you are a federal employee.

"It does tell you if you are a permanent federal employee to check a block and it will search for jobs you can apply for from another agency," said Crofutt. "So if you click yes you will get only the jobs that current federal employees can apply for. If you click no, you will get all jobs anyone can apply for."

According to Crofutt, a current Department of the Army employee should use both the CPOC and the OPM sites in their job search, the CPOC for Department of the Army jobs, and the OPM site for other non-Army jobs. An applicant who is not a federal employee should use the OPM site. □

Corps Crowd Continued

and the love you extended to my family and Gina Maria was greatly appreciated. The cards, flowers and website comments and prayers touched my heart and made each day a little easier. Gina's blood counts continue to rise and maintain on their own without any additional blood products. Huge milestone! The docs also took her off of one of her machines and one of her food supplements. It is such wonderful news. We are moving ahead one day at a time but we couldn't have done it without your prayers. Thanks for your support in finding a cure for Krabbes Leukodystrophy."

... Cindy Woodson Jackson, Cheatham Lake Resource Manager's Office and Ted Woodson, formerly of Old Hickory Resource Manager's Office, "we would like to express our thanks and say thank you for the thoughts and prayers, phone calls, cards, e-mail messages, flowers and plants received upon the death of our father, A.G. Woodson. Dad was most responsible for teaching us about our outdoors world and the appreciation for the resources that support us. He loved baseball and basketball and lived his sports career through each of his five children. We all spent many hours in the logging woods with Dad, and his team of log skidding mules. He assisted each of us in getting those wonderful jobs of peach picking, cemetery mowing, egg gathering in the chicken house, log/billet hauling, tree planting and the sawmill jobs. Maybe that is why each of us chose to get an education and careers in outdoors fields instead of logging.

Our mother continues to teach us how important family and friends are. She is responsible for our sense of humor, laughter and other traits. Our parents were married 62 years. That alone is a great accomplishment. This past year has been a difficult one for our family with the passing of our brother, Bob, and our dad. Our family felt more at ease knowing that we had such good friends and co-workers for support during such a difficult time. Our Corps families have been a great support to us. Thank you again for all you have done and continue to do. Your kindness is greatly appreciated. Thanks again." Cindy Woodson Jackson, Ted Woodson and The Woodson Family ☐

Calendar

March

Spring Month, Academy Awards Month, America Red Cross, Mental Retardation Month, Poison Prevention Awareness Month, Women's History Month, Chronic Fatigue Syndrome Awareness Month

21	First day of spring (Vernal Equinox)
28	"Women's History Month" Theme: "An Extraordinary Century for Women - Now, Imagine the Future" Cafeteria A, 10 a.m.
31	Deadline for tickets for Farewell Dinner for Major Robin Hagerty, Contact Judy Smith or Brigitte Rugare for tickets

April

Grass month, Pets are Wonderful Month, Cancer Control Month, Child Abuse Prevention Month, Keep America Beautiful Month, National Humor Month, Stress Awareness Month, Alcohol Awareness Month, Earth Day Month

1	J. Percy Priest Lake Shoreline Clean Up, Saturday, 9 a.m., Contact Scott Fanning @ 889-1985
2	Daylight Saving Time begins
6	Farewell Dinner for Major Robin Hagerty, Hermitage House Smorgasbord, 3131 Lebanon Road, 830-2100
15	Income Tax Deadline
16	International Boating and Water Safety Summit, April 16-19, Contact PAO for registration Forms
23	Easter Sunday
27	Take your Daughters/Sons to Work (Tour of Old Hickory) 9 a.m.

Information for the April calendar must be received in the Public Affairs Office by March 30. Please send email to William.L.Peoples@usace.army.mil. Information on events and activities of interest to all District employees is requested from the staff and the field.

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Nashville District
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High On The Himalayas



Photo Courtesy of Dee Flower

Dee (left) and Douglas (right) Flower are with their Sherpa sidar, Anser Tsering (center), with Mt. Everest in the background. Tsering climbed Everest in 1975 as a guide for the first woman to make the summit.

*by Dee Flower, park ranger
Center Hill Lake*

On Dec. 21, 1999, my son, Douglas, and I began our millennium trip to Nepal on an Everest Escapade. Upon arrival in Kathmandu and considering that this was our first Asian trip, to say we experienced cultural shock was an understatement! We thank all of you for your support of our trip plans and also appreciated your concerns - after all, two hours after we left the Kathmandu airport, the India Airline plane was hi-jacked.

After sightseeing in the cities of Kathmandu and Bhaktapur on Christmas Eve and Christmas Day, we flew to Lukla (9000-feet) on Yeti Airlines and landed on a gravel runway. We were told not to be concerned since the pilots train in the U.S. on aircraft carriers. Still, we were glad to be on the ground and beginning our trek.

The trek consisted of hiking an average of 12 miles per day over the roughest terrain imaginable. We shared the trails with the pack animals (yaks & dzos). Thank goodness the animals wore bells around their necks to warn us of their presence since they could

easily push one off the mountain. I personally had two close calls with them. We traveled a total of 128 miles - 128 miles of the most spectacular scenery on earth with possibly the happiest people on earth.

Our itinerary took us to the villages of Phakding, Namche Bazaar, Thame, and Khumjung in Everest National Park. We were following the footsteps of Sir Edmond Hillary and Tenzing Norgay Sherpa. We had to pay our entrance fee of 650 rupee or \$10.00 just like in the states. I enjoyed meeting their park rangers and even though they spoke very little English, they did understand "picture" and were more than willing to pose (much like our own rangers or should I just speak for myself?). We camped out at night - yes, in tents! I cheated a couple of nights and rented a room in a local teahouse at \$3 a night. The daytime temperatures were in the 30's which was pleasant but at night near 0. Obviously, survival became my number one priority with questions like: Will I suffer altitude sickness? Am I drinking enough water? Am I thoroughly washing my hands?

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See Himalayas